

Position Description

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| Title | Specialist Family Violence Practitioner |
| Employment Type | Full time (1.0FTE) |
| Position Reports To | The SAFV Centre Specialist Family Violence Team Leader, Orange Door. |
| Work Location | The Orange Door Bellarine |
| Date of review | September 2022 |

About The SAFV Centre

Operating across the Barwon, West Melbourne and Wimmera areas of Victoria, The SAFV Centre offers a full suite of services for people impacted by sexual assault and women and children impacted by family violence. Our services include:

- 24-hour crisis care for victims of recent sexual assault and family violence, including advocacy and access to medical care and justice services;
- Intensive case management and court support for women and children who have or are experiencing family violence;
- therapeutic counselling and group programs for women and children who have experienced family violence; and adults, young people and children who have experienced sexual assault (including support for non-offending family members and friends);
- access to high security crisis accommodation for women and their children assessed as being at high risk of further harm; and
- early intervention services for children and young people under the age of 17 years who have engaged in problematic or abusive sexualised behaviours, and young people engaging in family violence behaviours.

Our organisation also delivers professional training and community awareness activities and we participate in a range of prevention initiatives to promote gender equality and negate violence supportive attitudes and cultures.

The SAFV Centre acknowledges and respects the traditional Aboriginal custodians of the land. Our organisation is informed by our feminist philosophy and we provide empowering and respectful services, welcoming diversity and inclusion in all we do. The SAFV Centre is a registered Child Safe Organisation; committed to safeguarding children and young people.

Our organisation's practice approach is shaped by contemporary research and evidence that highlights what is most effective when working with people who have been impacted by the trauma of sexual assault and family violence.

In Geelong, we are co-located in the Barwon Multi-Disciplinary Centre (MDC), with Victoria Police Sexual Offences and Child Abuse Investigation Team (SOCIT) and the Family Violence Police Unit and staff from the Department of Families, Fairness and Housing Child Protection practitioners. As a key partner, our organisation provides a highly specialised response for people who are impacted by the trauma of sexual assault and family violence within an integrated and seamless environment.

In addition, our organisation is a partner in The Orange Door that brings together or a mix of staff employed by Family Safety Victoria and staff from Community Support Organisations in the Barwon area.

About The Orange Door

A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of The Orange Door (otherwise known as Support and Safety Hubs) across Victoria to provide a new way for women, children and young people experiencing family violence, and families in need of support with the care, development and wellbeing of children and young people, to access coordinated support from community, health and justice services. The Orange Door also focuses on perpetrators of family violence to keep them in view and plays a role in holding them accountable for their actions and changing their behaviour.

The Orange Door delivers a fundamental change to the way services work with women, children and families, and men. It seeks to provide:

- a more visible contact point so that people know where to go for specialist support;
- help for people to identify family violence and child wellbeing issues;
- support to access justice and legal support;
- advice based on contemporary risk assessment tools and guidance;
- specialist support and tailored advice for victims, families and children, and perpetrators;
- connection and coordination of access to support; and
- a system-wide view of service capacity, client experience and outcomes.

The Orange Door supports the agency of women, children and families by ensuring that the services they receive meet their needs and goals.

The Barwon Orange Door

As one of five launch sites, The Barwon Orange Door includes a mix of staff employed by Family Safety Victoria and staff from Community Support Organisations in the Barwon area, including The SAFV Centre. By bringing together different workforces and practices, The Orange Door provides an integrated team and consolidated access point for:

- women, children, young people and families experiencing family violence;
- perpetrators of family violence; and
- families in need of support with the care, development and well-being of children.

About the Role

The Specialist Family Violence Practitioner will work within the multi-disciplinary Orange Door team and deliver high quality, safe and effective service responses to Victorians seeking support and services through The Orange Door.

Key Responsibilities

The key responsibilities of the role include:

- Receive and manage all family violence referrals for women and children to The Orange Door Access Point at Barwon and Colac, including the delivery of client screening, assessment, crisis responses, service planning, targeted interventions, allocation and coordinated referrals consistent with the Orange Door operational and practice guidelines, relevant risk assessment tools and frameworks.
- Work collaboratively with The Orange Door team and deliver professional, multi-disciplinary and integrated family violence support service to women and their children, including risk assessments, planning, brief intervention, and case conferences.
- Provide clients with timely, accurate and relevant information to ensure they are able to make informed choices.

- Provide advocacy and support to assist clients to effectively manage and navigate the broader service system.
- Play an active role in keeping perpetrators of family violence in view and hold them accountable through gathering and sharing information with key agencies.
- Adopt a trauma-informed approach to your work and support clients to make choices and decisions about their lives.
- Share multi-disciplinary service approaches and learnings with colleagues in Orange Door Access Point Colac, Colac Area Health, Barwon Orange Door, The SAFV Centre and the Barwon MDC.
- Contribute to the review, development and implementation of systems, policies and procedures to build and enhance the Orange Door service model.
- Participate in relevant supervision, training and other meetings as required by The Orange Door and The SAFV Centre.
- Take reasonable care for your own health and safety, and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.
- Adhere to relevant frameworks the Family Violence Information Sharing Scheme, standards, policies and procedures of The Orange Door and The SAFV Centre.
- Apply for brokerage on behalf of clients in accordance with Orange Door Brokerage Guidelines.
- Document accurate and complete records of your work activities in accordance with legislative requirements, departmental records, information security and privacy policies and requirements.
- Ensure work practices are ethical and comply with The SAFV Centre Policy and Procedure and the code of the professional association of which the employee may be a member.
- Other duties as required.

Key Selection Criteria

Your application must address the following:

Essential Qualifications and Experience

1. A relevant graduate or post graduate qualification in psychology, social work or other relevant discipline.
2. A minimum two years relevant experience.

Essential Skills and Knowledge

1. A comprehensive understanding of family violence including a theoretical framework that includes intersectional feminist and structural theory and locates individuals within their social and familial context.
2. Sound knowledge of the effect and impact of family violence interpersonal trauma on adults, young people, children and non-offending family members.

3. Demonstrated experience and capabilities working with women and their children who have experienced family violence
4. Demonstrated capacity to complete family violence risk assessments, develop safety plans, manage risk, deliver brief crisis intervention and case work.
5. Ability to work within an integrated and multi-disciplinary team.
6. Demonstrated ability to advocate, liaise and work collaboratively with colleagues from different disciplines and across complex systems.
7. Demonstrated capacity to apply theoretical frameworks to practice.
8. Ability to manage complex and demanding work.
9. Ability to practice independently with a high degree of autonomy and to participate as a member of a team.
10. Demonstrated ability to maintain accurate and confidential case notes.

Other

- Commitment to the vision, philosophy, aims and objectives of The Orange Door and Th SAFV Centre, including working within a collaborative and multi-disciplinary team environment.
- Commitment to continuous quality improvement and cultural equity in service delivery.
- Current Victorian Driver's Licence.

Referees

Applicants must provide the name and current contact details of 2-3 professional referees including the most recent or current supervisor.

Period of Appointment

This position is ongoing, dependent on the continuation of funding to the service.

Hours of Work

Full time 1.0 FTE (5 days per week)

The hours of work will be between the hours of 9:00am - 5:06pm.

Flexibility in working hours will be required from time to time as the need arises.

Salary and Conditions

Annual salary range is Specialist Family Violence and Child Protection level 6 pay point 1-3 at \$96,969.60 - \$101,250.24 per annum plus superannuation (pro rata for part time).

Industrial Instrument: The Sexual Assault & Family Violence Centre Enterprise Agreement 2018.

Salary Packaging: Provided via Maxxia. PBI status with other expenses available to package above this cap. The Sexual Assault & Family Violence Centre is a Public Benevolent Institution.

Superannuation: The employer will also make superannuation payments on your behalf in accordance with the *Superannuation Guarantee (Administration) Act 1992*.

Probationary Period - 6 months with a review conducted during this time.

Employee Responsibility – Mandatory prior to commencement

Employee expense:

- Valid Working with Children Check
- National Police Records Check – renewed every 3 years of employment at employee expense

The SAFV Centre requires all employees to be fully vaccinated against COVID-19, unless they are an Excepted Person as defined by the COVID-19 Mandatory Vaccination (Workers) Directions. All applicants must therefore be able to comply with this requirement.

Other

This position description is subject to review and may change in accordance with the needs of our organisation; including our operations, our clients and our stakeholders.

I, _____ have read and understood this position description and agree to the requirements of this role as set out by The Sexual Assault and Family Violence Centre.

Signed: _____

Date: ____ / ____ / ____

Print name: _____